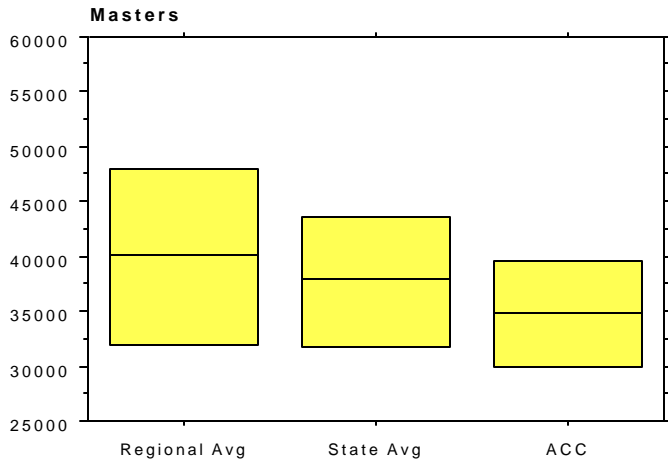


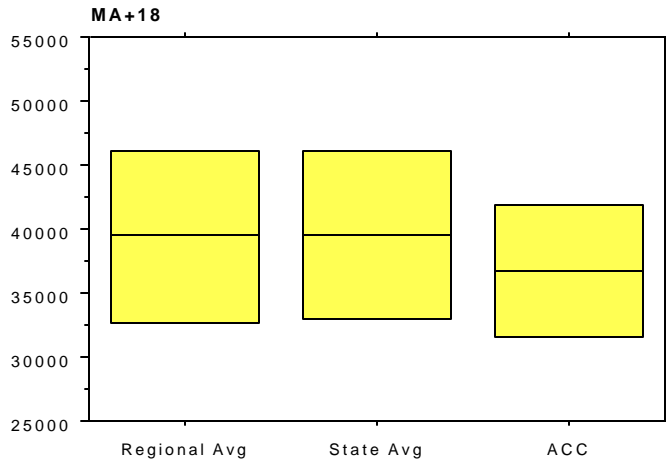
**Indicator 8.2 - Salary Comparison: Full-Time Staff (All Position Categories)**

**Comment:** Due to the problems involved with obtaining accurate salary data from other institutions, the following tables can only suggest that there might be some differences between ACC, regional, and state salaries. They do not verify it conclusively.

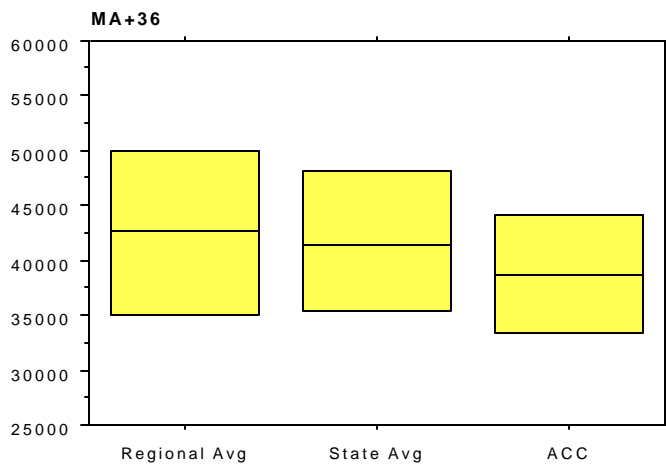
<b>MASTERS</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	29,308	50,493	40,083
State Average	29,750	45,425	37,888
<b>ACC</b>	<b>28,360</b>	<b>41,256</b>	<b>34,808</b>



<b>MA + 18 HRS</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	30.311	48.351	39.567
State Average	30.700	48.247	39.504
<b>ACC</b>	<b>29.922</b>	<b>43.527</b>	<b>36.725</b>

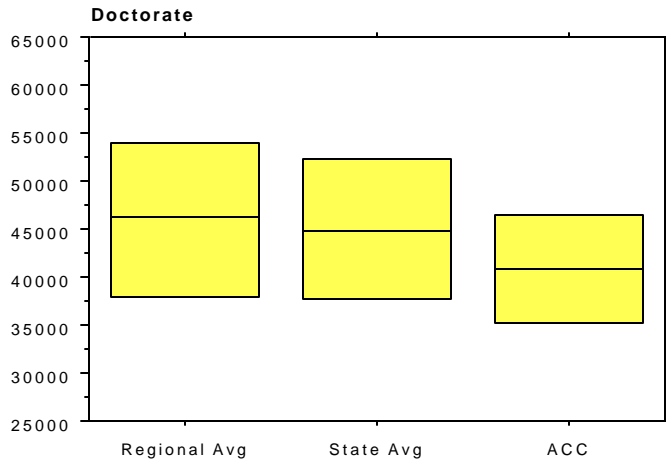


<b>MA + 36 HRS</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	32.363	52.342	42.662
State Average	33.402	50.254	41.490
<b>ACC</b>	<b>31.569</b>	<b>45.926</b>	<b>38.748</b>

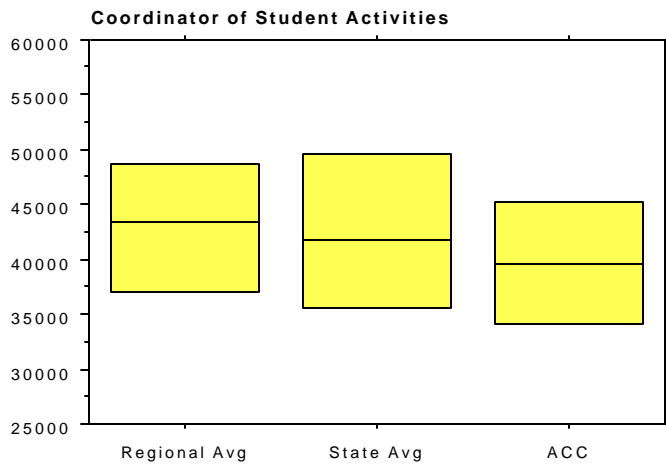


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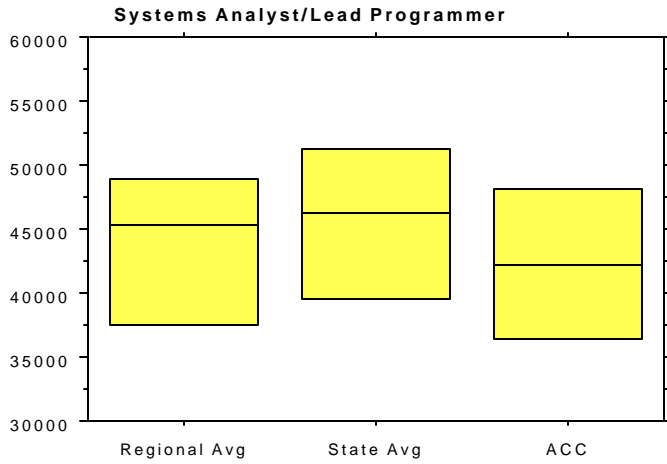
<b>DOCTORATE</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	35.182	56.401	46.304
State Average	35.300	54.816	44.758
<b>ACC</b>	<b>33.304</b>	<b>48.448</b>	<b>40.876</b>



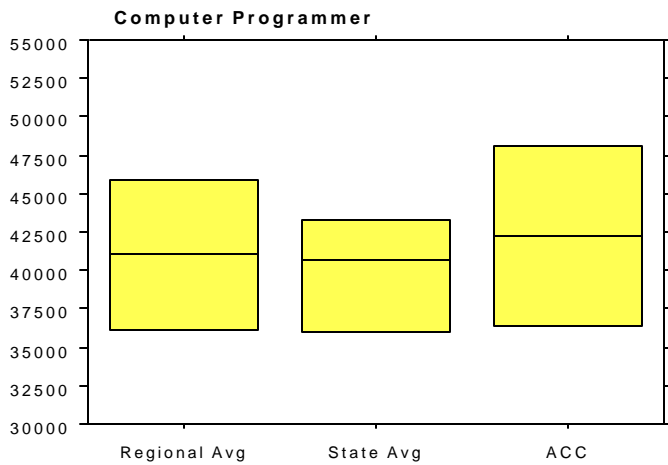
<b>Coordinator of Student Activities</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	34.884	50.459	43.338
State Average	33.593	52.244	41.852
<b>ACC</b>	<b>32.302</b>	<b>46.989</b>	<b>39.646</b>



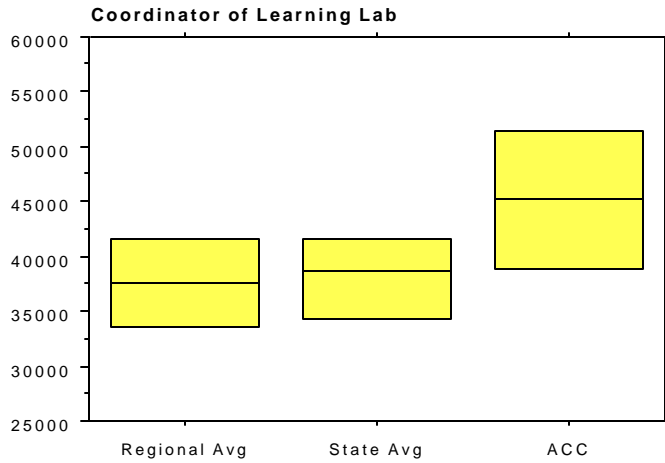
<b>Systems Analyst/Lead Programmer</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	34,884	50,060	45,339
State Average	37,218	52,927	46,208
<b>ACC</b>	<b>34,413</b>	<b>50,060</b>	<b>42,237</b>



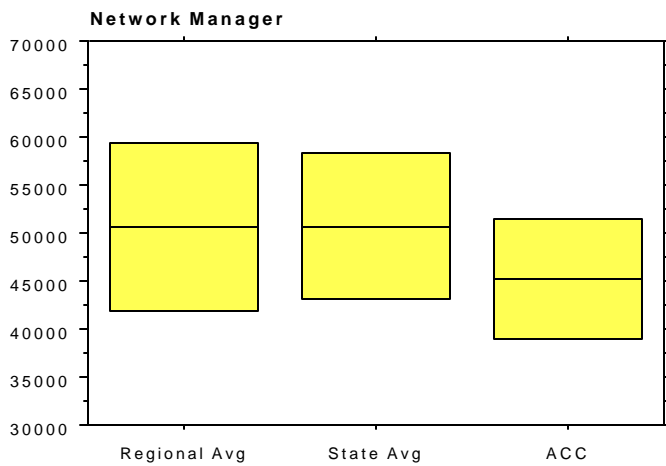
<b>Computer Programmer</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	34,413	47,567	41,067
State Average	34,413	44,220	40,640
<b>ACC</b>	<b>34,413</b>	<b>50,060</b>	<b>42,237</b>



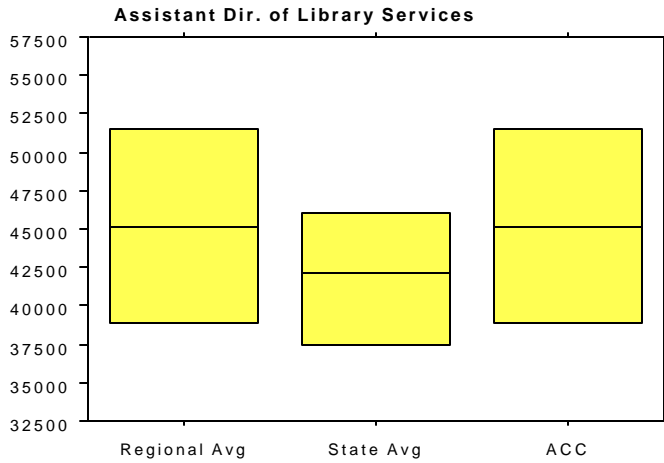
<b>Coordinator of Learning Lab</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	32,211	43,006	37,608
State Average	32,810	42,499	38,749
<b>ACC</b>	<b>36,814</b>	<b>53,553</b>	<b>45,184</b>



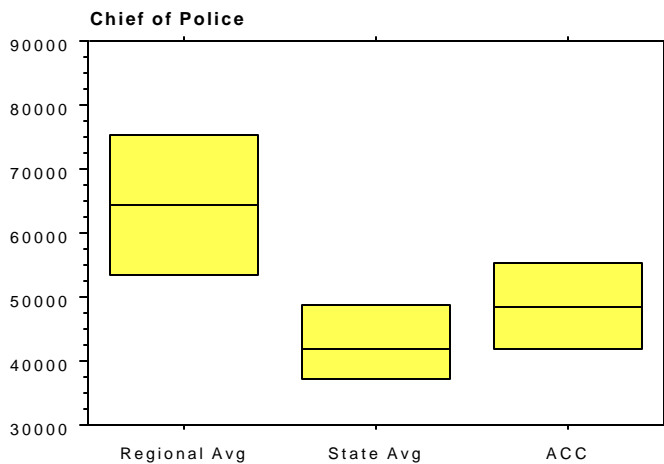
<b>Network Manager</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	38,954	62,325	50,640
State Average	40,585	60,877	50,640
<b>ACC</b>	<b>36,814</b>	<b>53,553</b>	<b>45,184</b>



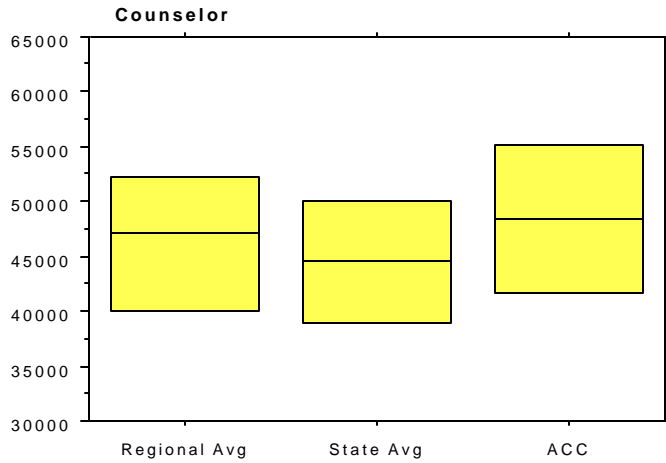
<b>Assistant Dir. of Library Services</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	36,814	53,553	45,184
State Average	35,896	47,319	42,076
<b>ACC</b>	<b>36,814</b>	<b>53,553</b>	<b>45,184</b>



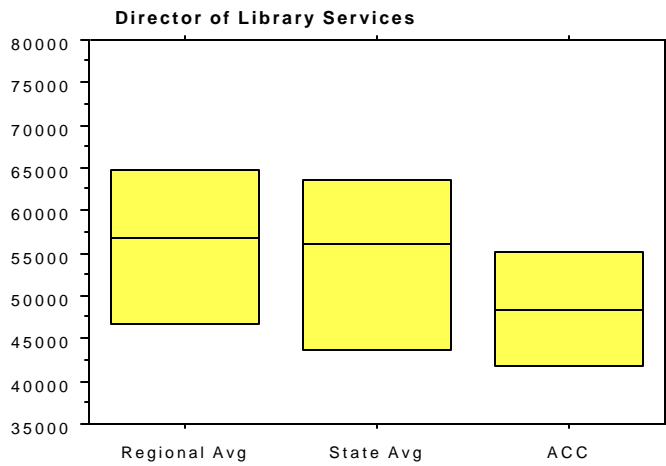
<b>Chief of Police</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	49,952	79,065	64,509
State Average	35,641	50,862	42,022
<b>ACC</b>	<b>39,484</b>	<b>57,438</b>	<b>48,461</b>



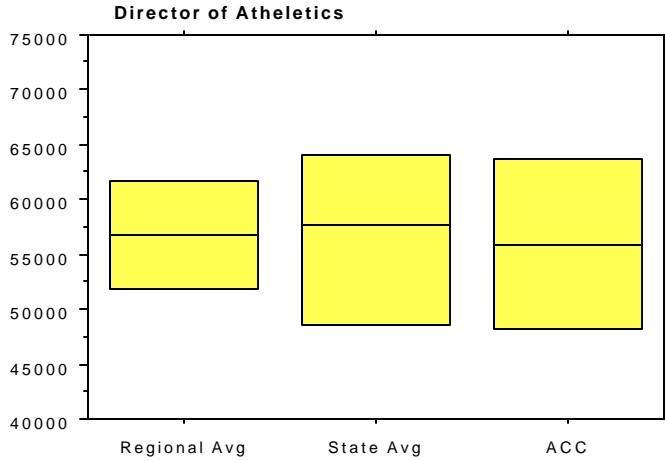
<b>Counselor</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	37,585	53,949	47,172
State Average	36,929	51,798	44,610
<b>ACC</b>	<b>39,484</b>	<b>57,438</b>	<b>48,461</b>



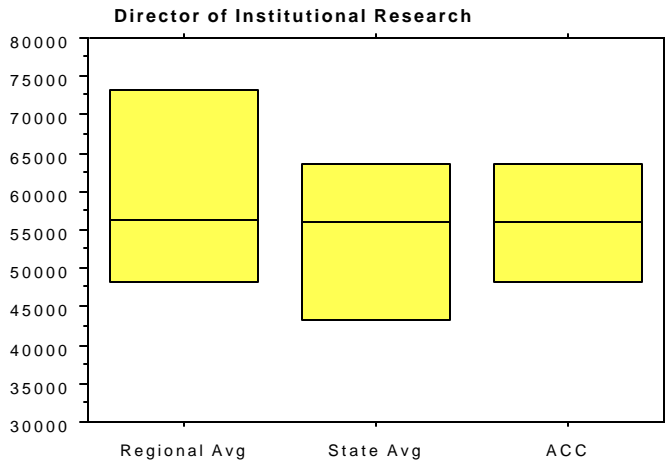
<b>Director, Library Services</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	43,495	67,518	56,709
State Average	39,484	66,070	56,183
<b>ACC</b>	<b>39,484</b>	<b>57,438</b>	<b>48,461</b>



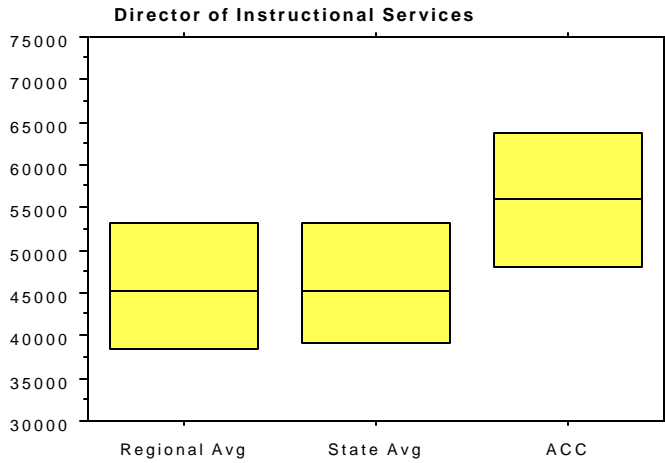
<b>Director of Athletics</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	50.279	63.387	56.833
State Average	45.558	66.272	57.751
<b>ACC</b>	<b>45.558</b>	<b>66.272</b>	<b>55.915</b>



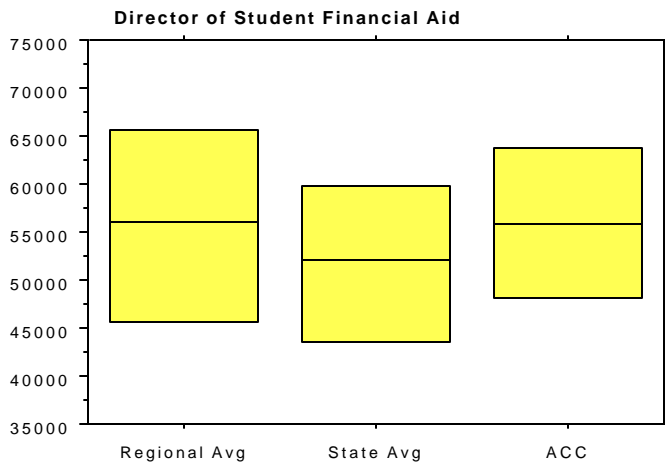
<b>Director of Institutional Research</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	45.558	78.950	56.183
State Average	38.954	66.272	55.915
<b>ACC</b>	<b>45.558</b>	<b>66.272</b>	<b>55.915</b>



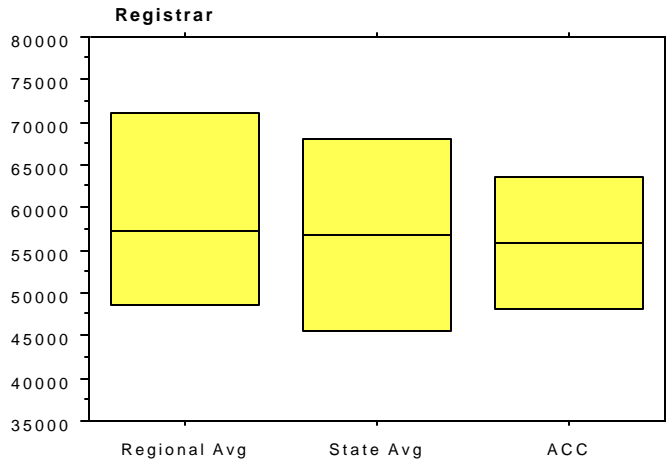
Director of Instructional Services	MIN	MAX	MEDIAN
Regional Average	36.216	55.794	45.339
State Average	37.812	55.794	45.339
<b>ACC</b>	<b>45.558</b>	<b>66.272</b>	<b>55.915</b>



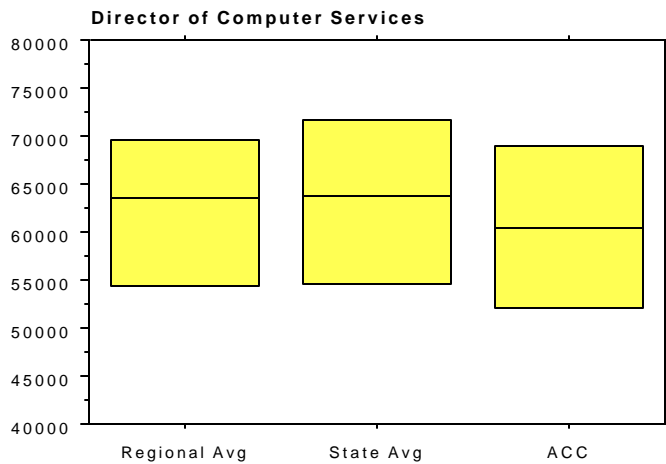
Director of Student Financial Aid	MIN	MAX	MEDIAN
Regional Average	42.256	68.727	56.049
State Average	40.585	62.325	52.007
<b>ACC</b>	<b>45.558</b>	<b>66.272</b>	<b>55.915</b>



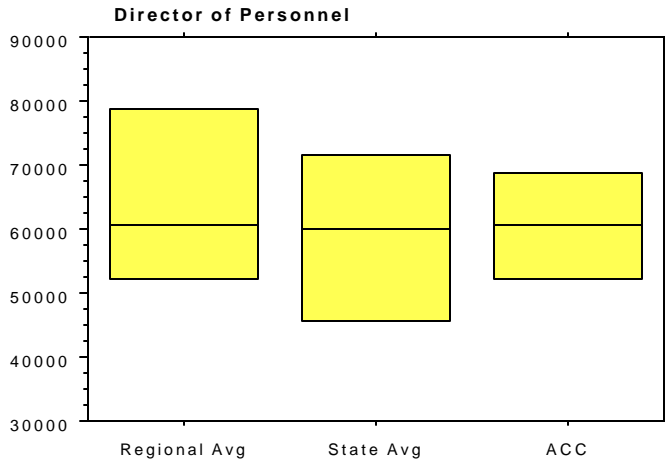
<b>Registrar</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	45.558	75.592	57.273
State Average	41.878	71.817	56.728
<b>ACC</b>	<b>45.558</b>	<b>66.272</b>	<b>55.915</b>



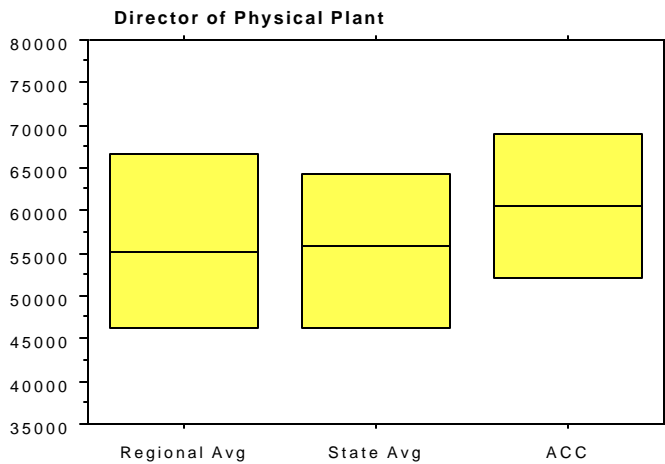
<b>Director of Computer Services</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	51.229	71.694	63.475
State Average	51.514	74.228	63.735
<b>ACC</b>	<b>49.284</b>	<b>71.694</b>	<b>60.489</b>



<b>Director of Personnel</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	49,284	84,900	60,489
State Average	40,998	75,592	59,850
<b>ACC</b>	<b>49,284</b>	<b>71,694</b>	<b>60,489</b>

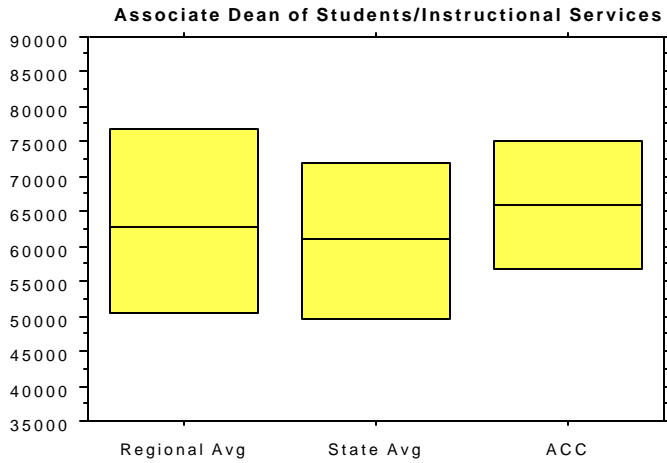


<b>Director of Physical Plant</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	43,230	70,591	55,089
State Average	43,116	67,116	55,930
<b>ACC</b>	<b>49,284</b>	<b>71,694</b>	<b>60,489</b>

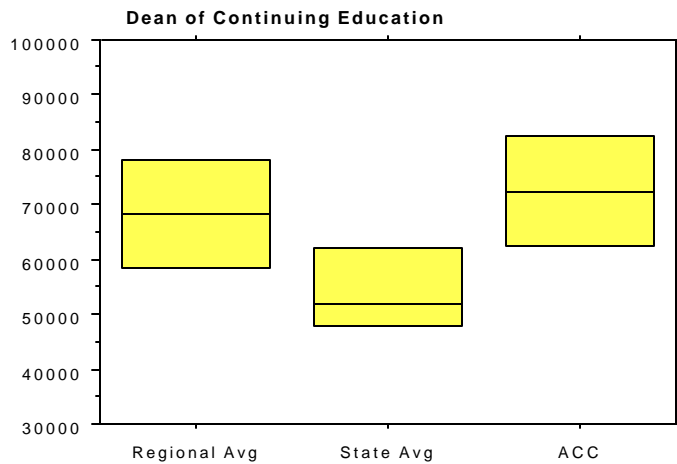


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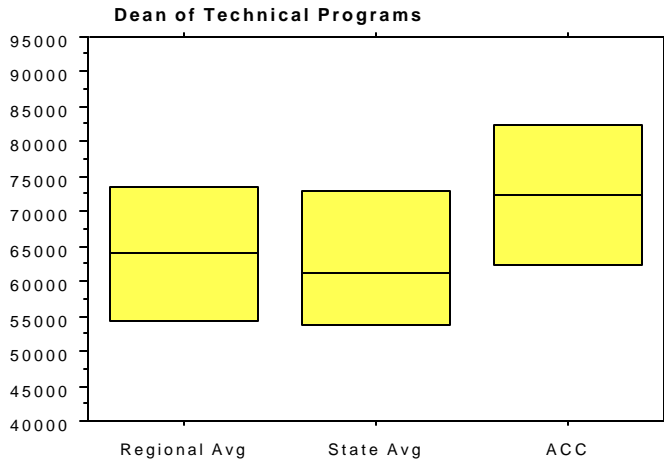
Asso.Dean, Student/Instruct. Services	MIN	MAX	MEDIAN
Regional Average	46.314	81.491	62.864
State Average	45.848	75.733	61.160
<b>ACC</b>	<b>53.674</b>	<b>78.081</b>	<b>65.878</b>



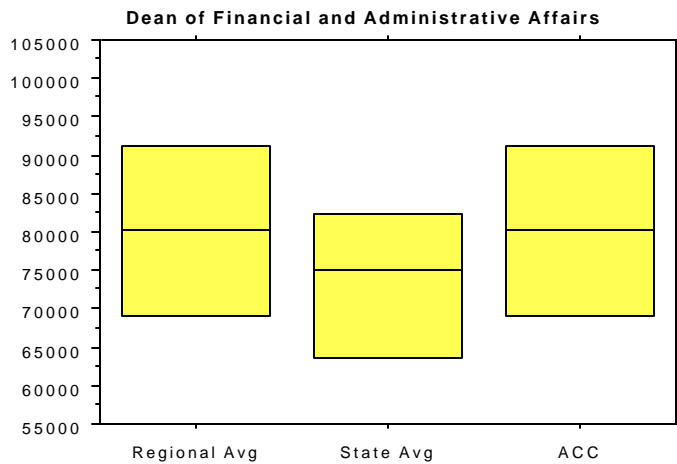
Dean of Continuing Ed.	MIN	MAX	MEDIAN
Regional Average	55.075	81.238	68.156
State Average	46.343	65.661	52.007
<b>ACC</b>	<b>58.921</b>	<b>85.714</b>	<b>72.318</b>



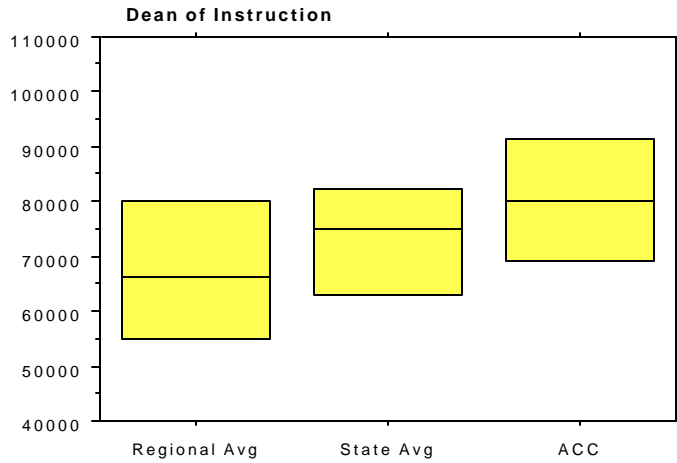
Dean of Technical Programs	MIN	MAX	MEDIAN
Gulf Coast Average	51,229	76,761	63,995
State Average	51,229	76,761	61,160
<b>ACC Average</b>	<b>58,921</b>	<b>85,714</b>	<b>72,318</b>



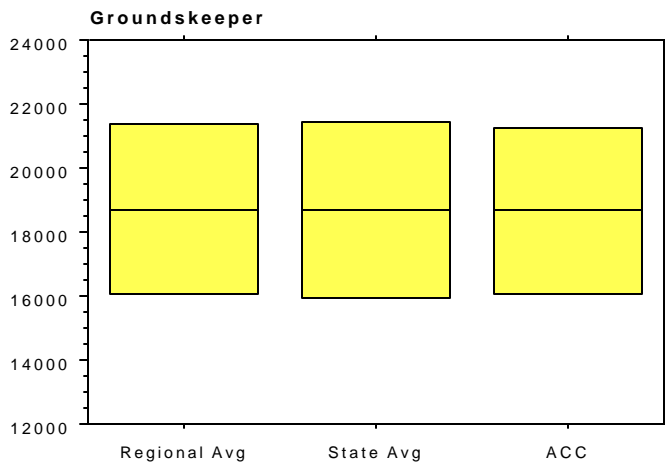
Dean of Fin. & Admin Serv.	MIN	MAX	MEDIAN
Regional Average	65,299	94,991	80,145
State Average	59,965	84,900	74,956
<b>ACC</b>	<b>65,299</b>	<b>94,991</b>	<b>80,145</b>



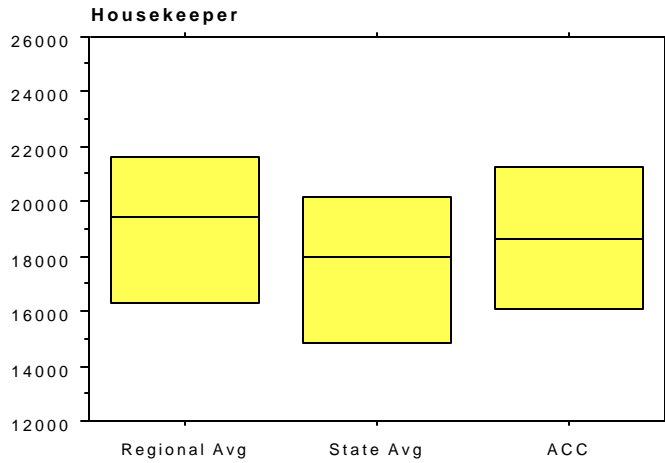
Dean of Instruction	MIN	MAX	MEDIAN
Regional Average	51,229	84,900	66,300
State Average	59,067	84,550	74,855
<b>ACC</b>	<b>65,299</b>	<b>94,991</b>	<b>80,145</b>



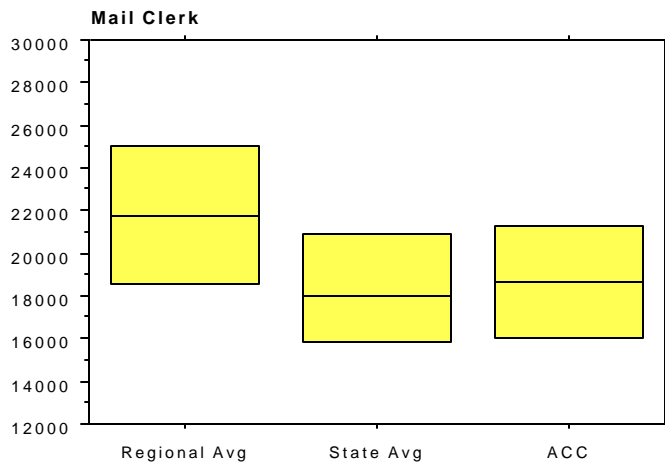
Groundskeeper	MIN	MAX	MEDIAN
Regional Average	15,210	22,248	18,668
State Average	15,000	22,363	18,668
<b>ACC</b>	<b>15,210</b>	<b>22,126</b>	<b>18,668</b>



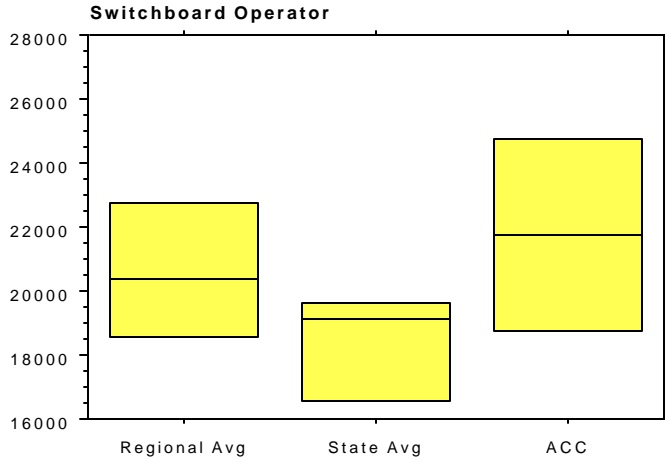
Housekeeper	MIN	MAX	MEDIAN
Regional Average	15.210	22.363	19.469
State Average	13.801	20.904	17.971
<b>ACC</b>	<b>15.210</b>	<b>22.126</b>	<b>18.668</b>



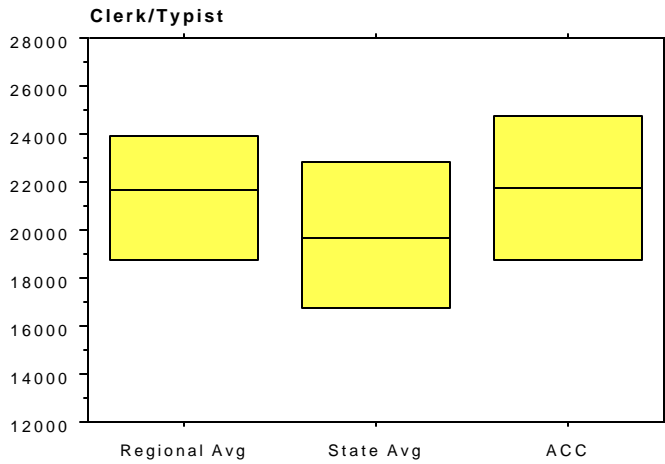
Mail Clerk	MIN	MAX	MEDIAN
Regional Average	17.436	26.148	21.792
State Average	15.105	21.827	17.999
<b>ACC</b>	<b>15.210</b>	<b>22.126</b>	<b>18.668</b>



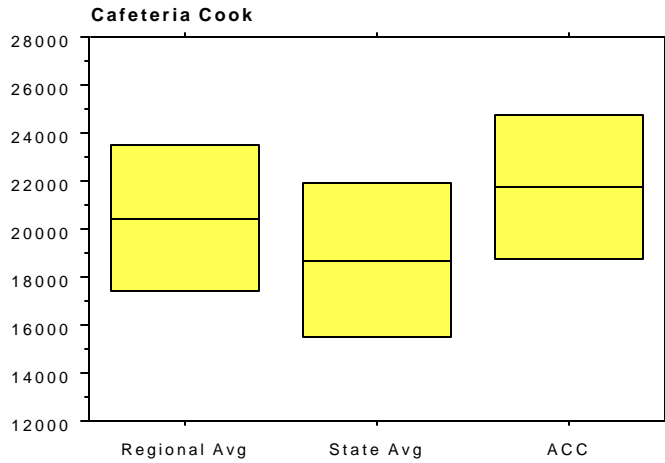
Switchboard Operator	MIN	MAX	MEDIAN
Regional Average	18.000	23,544	20,366
State Average	15.696	19,790	19,126
<b>ACC</b>	<b>17,719</b>	<b>25,777</b>	<b>21,748</b>



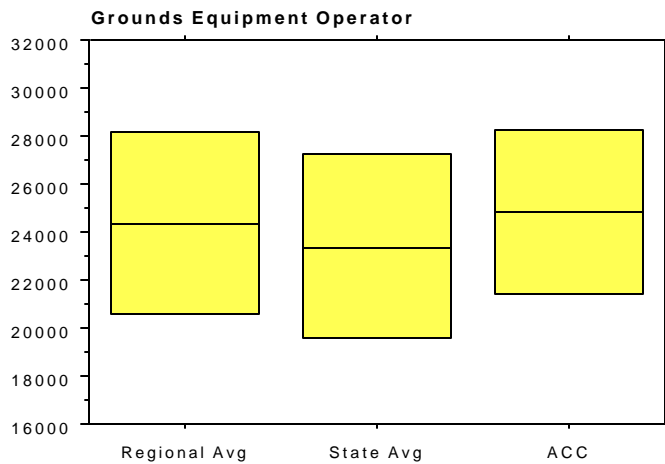
Clerk/Typist	MIN	MAX	MEDIAN
Regional Average	17.719	24,600	21,708
State Average	15.825	23,836	19,677
<b>ACC</b>	<b>17,719</b>	<b>25,777</b>	<b>21,748</b>



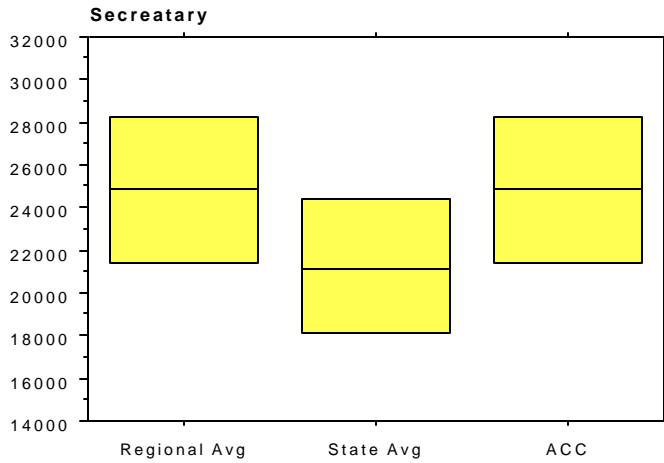
<b>Cafeteria Cook</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	16.358	24.537	20.447
State Average	14.399	22.955	18.677
<b>ACC</b>	<b>17.719</b>	<b>25.777</b>	<b>21.748</b>



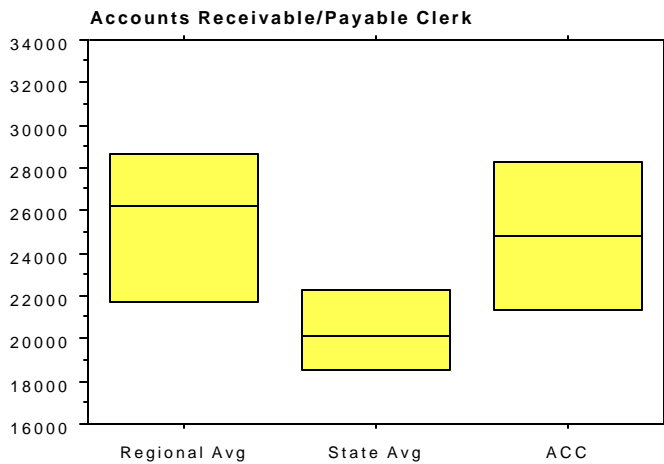
<b>Grounds Equipment Operator</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	19.296	29.404	24.350
State Average	18.396	28.608	23.310
<b>ACC</b>	<b>20.232</b>	<b>29.432</b>	<b>24.832</b>



<b>Secretary</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	20,232	29,432	24,832
State Average	17,197	25,465	21,088
<b>ACC</b>	<b>20,232</b>	<b>29,432</b>	<b>24,832</b>

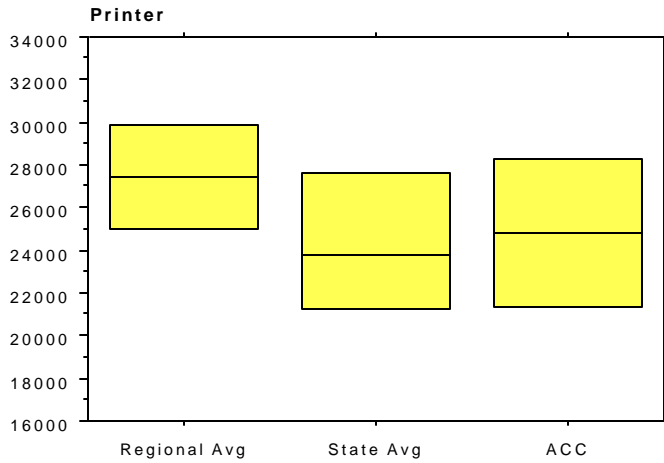


<b>Accounts Receivable/Payable Clerk</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	20,232	29,432	26,223
State Average	17,990	23,056	20,107
<b>ACC</b>	<b>20,232</b>	<b>29,432</b>	<b>24,832</b>

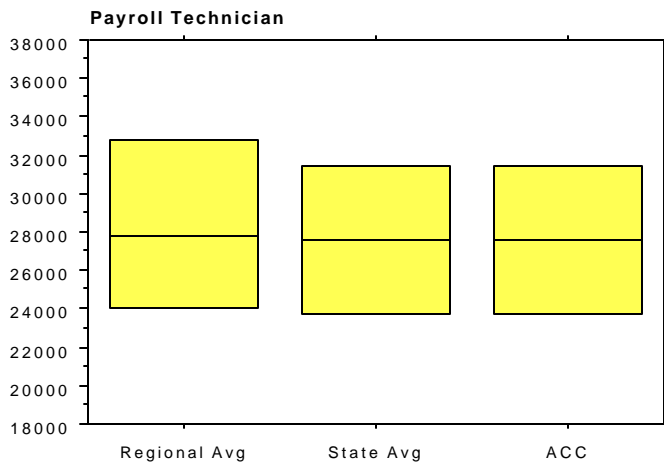


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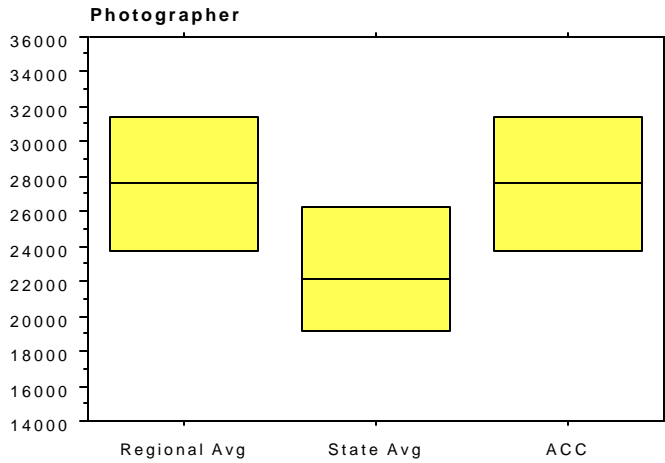
Printer	MIN	MAX	MEDIAN
Regional Average	24,141	30,742	27,442
State Average	20,394	28,938	23,774
<b>ACC</b>	<b>20,232</b>	<b>29,432</b>	<b>24,832</b>



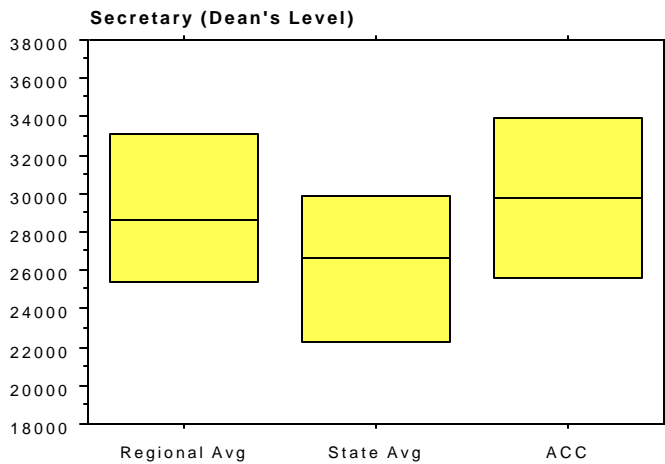
Payroll Technician	MIN	MAX	MEDIAN
Regional Average	22,779	34,472	27,808
State Average	22,489	32,715	27,602
<b>ACC</b>	<b>22,489</b>	<b>32,715</b>	<b>27,602</b>



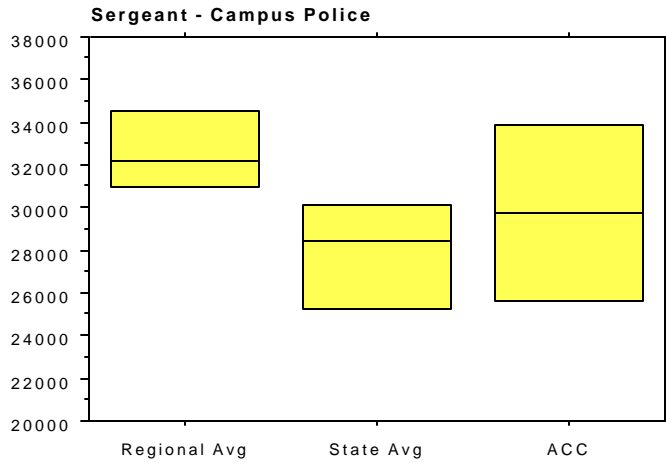
Photographer	MIN	MAX	MEDIAN
Regional Average	22,489	32,715	27,602
State Average	18,164	27,561	22,185
<b>ACC</b>	<b>22,489</b>	<b>32,715</b>	<b>27,602</b>



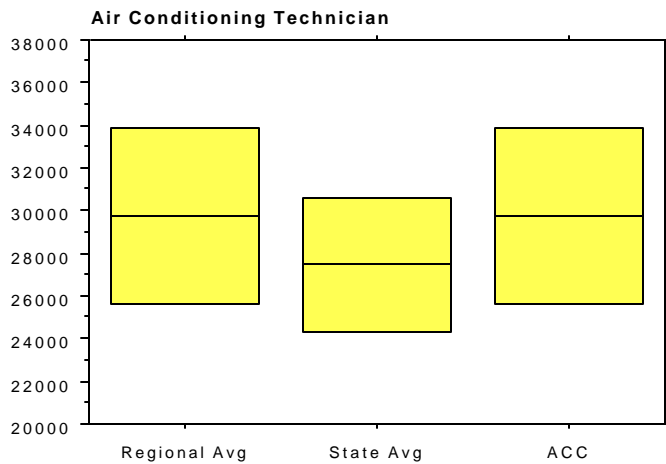
Secretary (Dean's Level)	MIN	MAX	MEDIAN
Regional Average	24,283	34,564	28,614
State Average	20,785	30,920	26,594
<b>ACC</b>	<b>24,241</b>	<b>35,264</b>	<b>29,753</b>



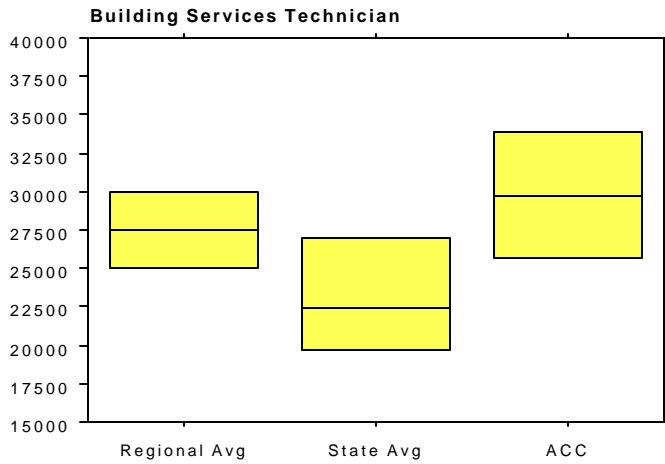
<b>Sergeant - Campus Police</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	30.534	35.264	32.182
State Average	24.241	30.738	28.397
<b>ACC</b>	<b>24.241</b>	<b>35.264</b>	<b>29.753</b>



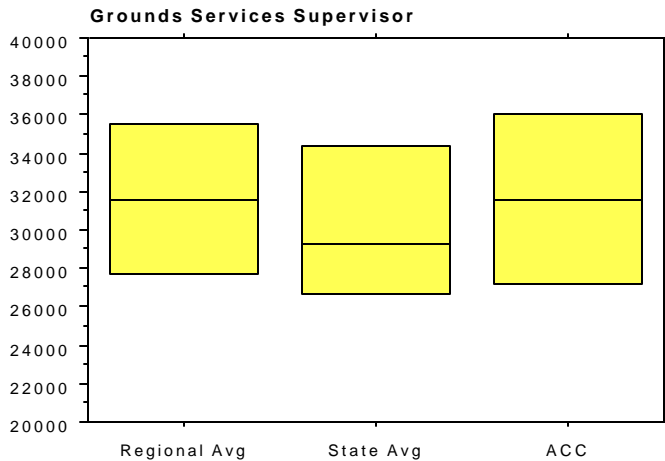
<b>Air Conditioning Technician</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	24.241	35.264	29.753
State Average	23.213	31.573	27.545
<b>ACC</b>	<b>24.241</b>	<b>35.264</b>	<b>29.753</b>



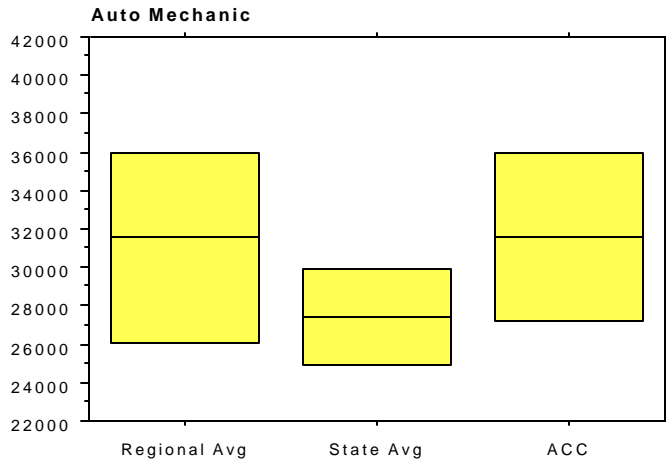
<b>Building Services Technician (Carpenter/Painter)</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	24,141	30,742	27,442
State Average	18,699	28,444	22,437
<b>ACC</b>	<b>24,241</b>	<b>35,264</b>	<b>29,753</b>



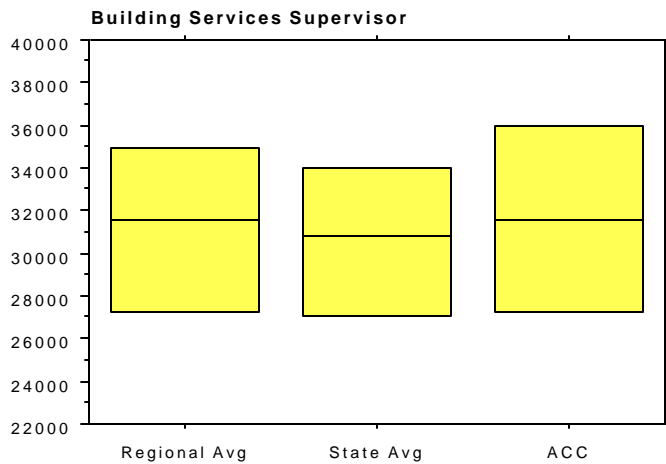
<b>Grounds Services Supervisor</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	26,416	36,767	31,591
State Average	25,753	36,050	29,235
<b>ACC</b>	<b>25,753</b>	<b>37,465</b>	<b>31,609</b>



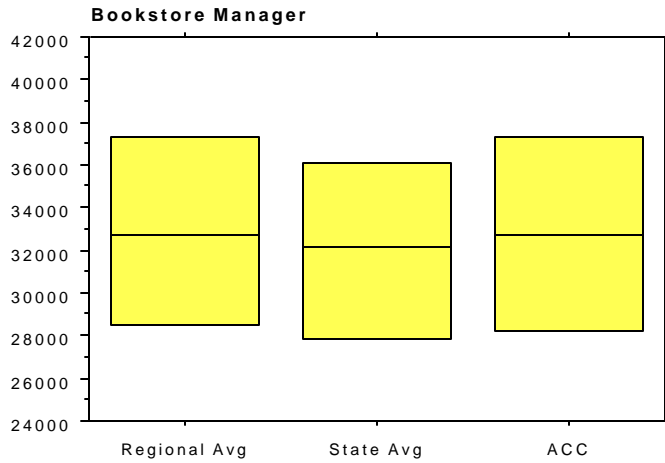
<b>Auto Mechanic</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	24,276	37,465	31,559
State Average	24,141	30,742	27,442
<b>ACC</b>	<b>25,753</b>	<b>37,465</b>	<b>31,609</b>



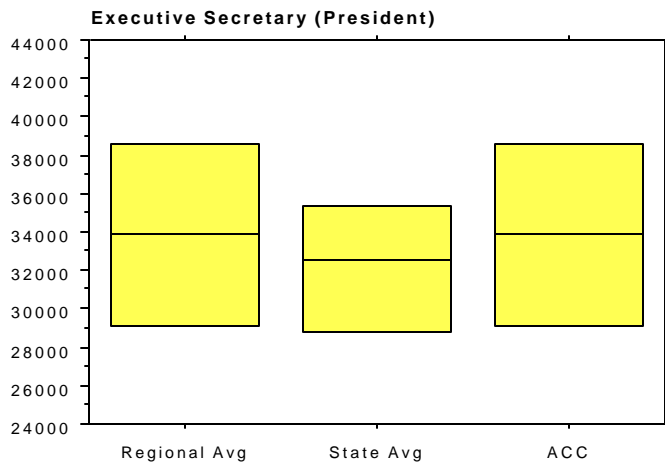
<b>Building Services Supervisor</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	25,753	36,069	31,574
State Average	25,877	35,035	30,787
<b>ACC</b>	<b>25,753</b>	<b>37,465</b>	<b>31,609</b>



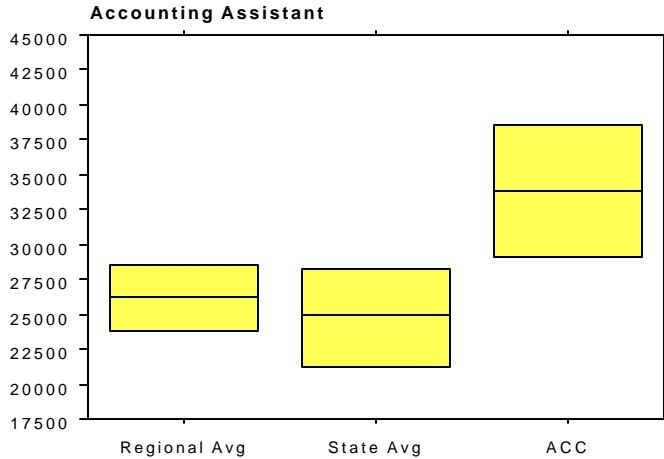
<b>Bookstore Manager</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	27,078	38,790	32,728
State Average	26,445	37,430	32,151
<b>ACC</b>	<b>26,665</b>	<b>38,790</b>	<b>32,728</b>



<b>Executive Secretary (President)</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Region Average	27,577	40,115	33,846
State Average	27,561	36,241	32,558
<b>ACC</b>	<b>27,577</b>	<b>40,115</b>	<b>33,846</b>



<b>Accounting Assistant</b>	<b>MIN</b>	<b>MAX</b>	<b>MEDIAN</b>
Regional Average	23,069	29,377	26,223
State Average	20,036	29,437	24,877
<b>ACC</b>	<b>27,577</b>	<b>40,115</b>	<b>33,846</b>



**STANDARD:** *Bench mark positions salaries will be at or above regional average salary.*

**RESULT:** Standard partially met.

**ACTION TAKEN:** Difficulties were experienced this year in the process of collecting data from various institutions. Consequently, the results are sometimes questionable. To alleviate this problem, more time and effort will be expended this year in obtaining clear and accurate data from those institutions that are members of the Gulf Coast Consortium.

**DATA SOURCE:** 1999 Faculty Survey (Personnel Office).